



U.S.AIR FORCE

US Air Force Personnel Vision

5 May 2004

Agenda

► **1300**

Outbrief

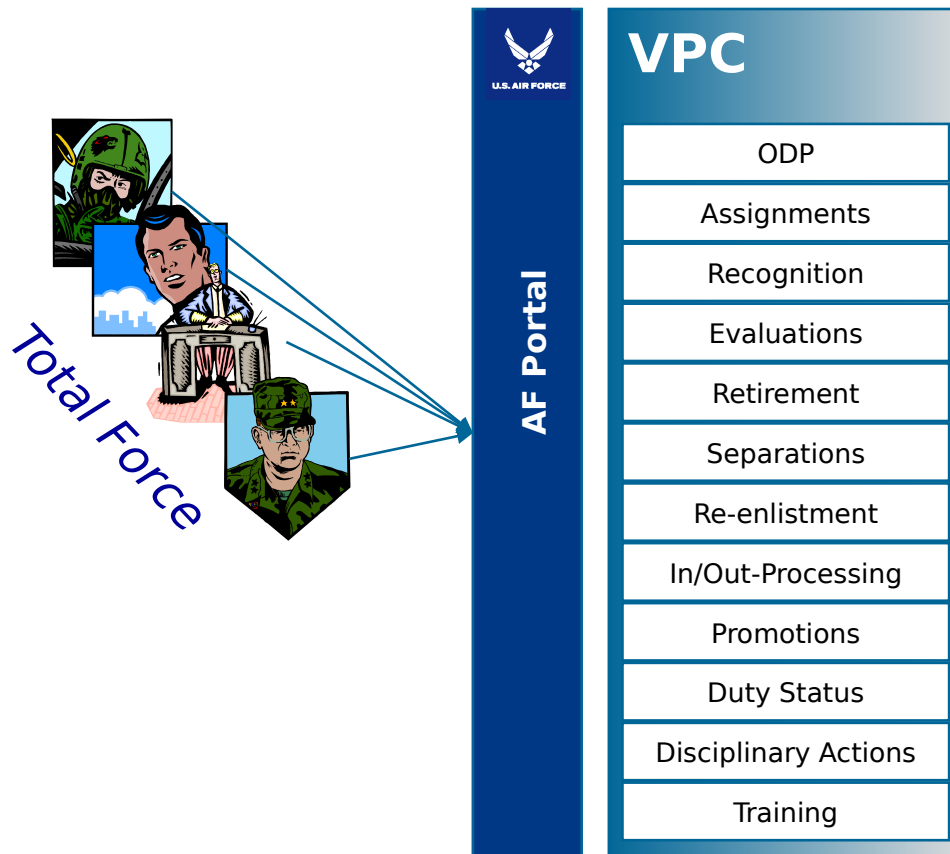
- vPC/Air Warrior Vision
- Current State
- Functional Scenarios/Prototype walkthrough
- Overall Architecture and Benefits
- Business Case
- Implementation Roadmap

► **1500**

Breakout Session

- Technology Direction
- Development Strategy
- Delivery Mechanism
- Product Strategy
- Next Steps

Virtual Personnel Center Vision

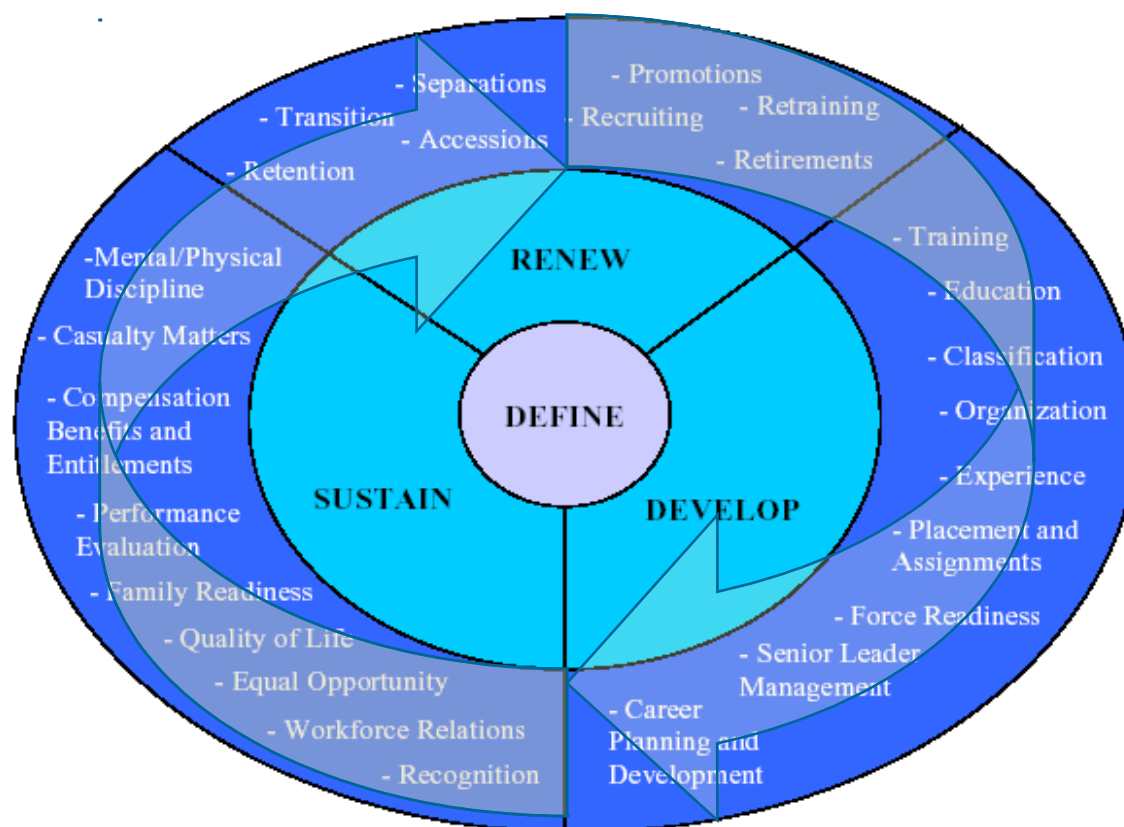


The Virtual Personnel Center:

- ▶ Supports today's requirements for **Force Development and revolutionizing the service delivery model**;
- ▶ Is built on a **flexible, open architecture** that will enable future expansion while allowing immediate efforts to deliver initial capability;
- ▶ Is a **catalyst for the changes necessary to meet tomorrow's requirements**.

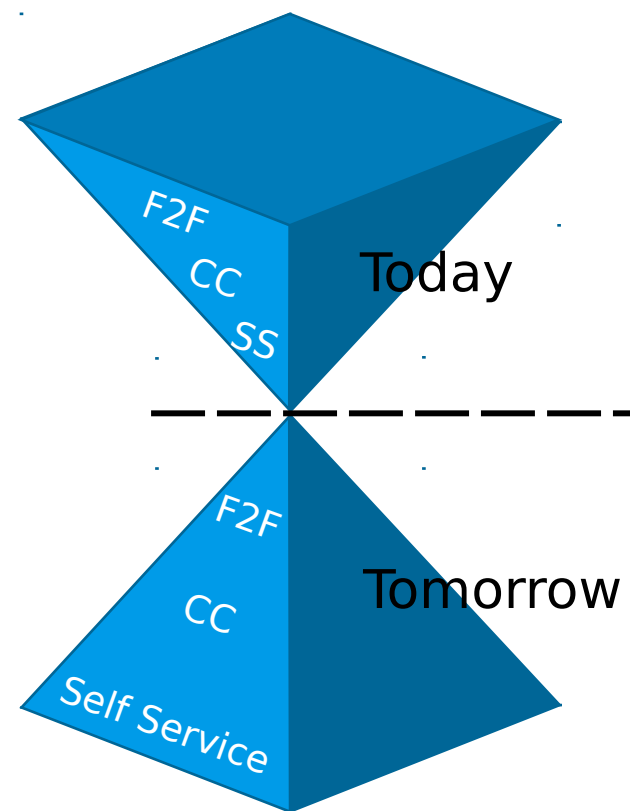
vPC Integrates With the Current Vision for Force Development

The vPC provides the “toolkit” necessary to implement the process for Force Development. It provides the single point of contact that personnel can use to manage their relationships with the Air Force.



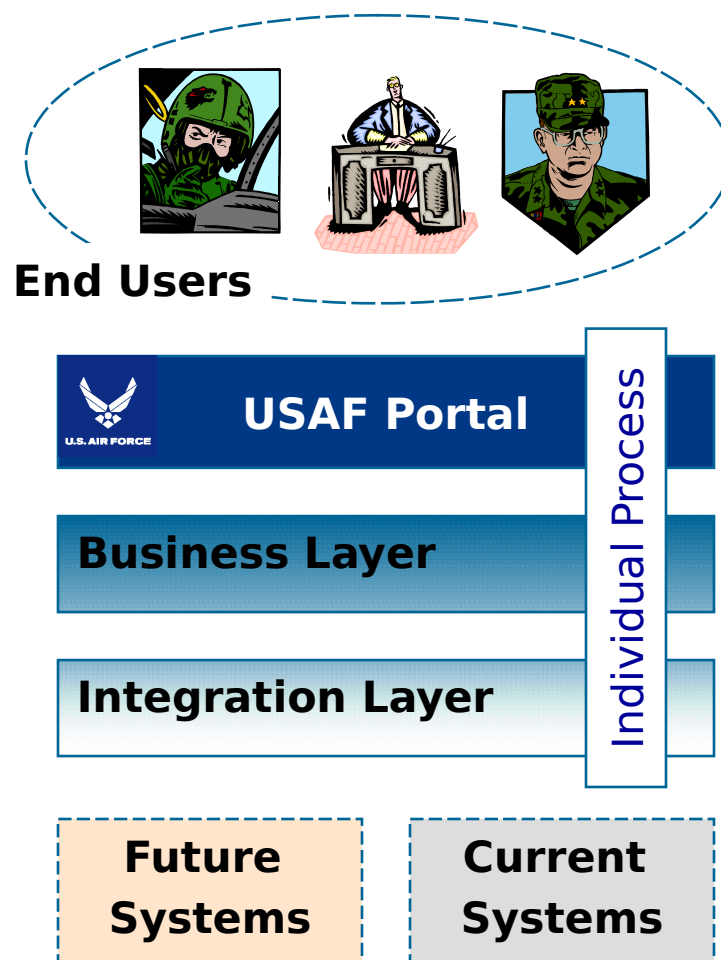
vPC Self-service Allows the Personnel Community to Do More with Less

- ▶ Decreasing the logistical tail requires moving current face-to-face contacts to the web
- ▶ Integrated call centers, responding to questions from a common experience and a common front end, can rapidly develop knowledge to help vPC users
- ▶ Pervasive, web-based access delivers functionality to servicemembers as a part of their day-to-day lives, providing a better experience at reduced cost in manpower, effort, and time.

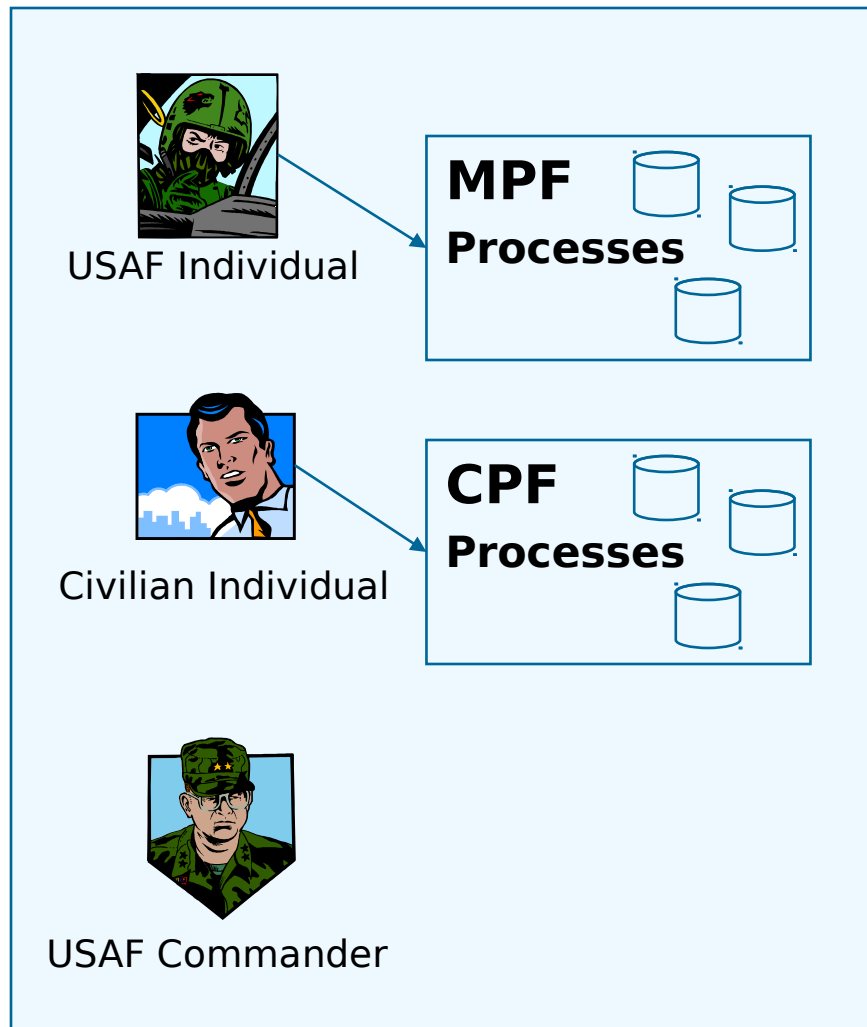


vPC Architecture Supports Rapid Functional Expansion Among Multiple Systems

- ▶ **Tiered architecture** integrates a heterogeneous systems environment, enabling a “plug and play” infrastructure in which rapidly expanding functionality can be delivered from a slowly evolving back end, and major back end change can be accomplished without impacting the user
- ▶ **Open standards** approach capitalizes on existing investment, realizing immediate value to maintain momentum while continuing to build towards the complete vision

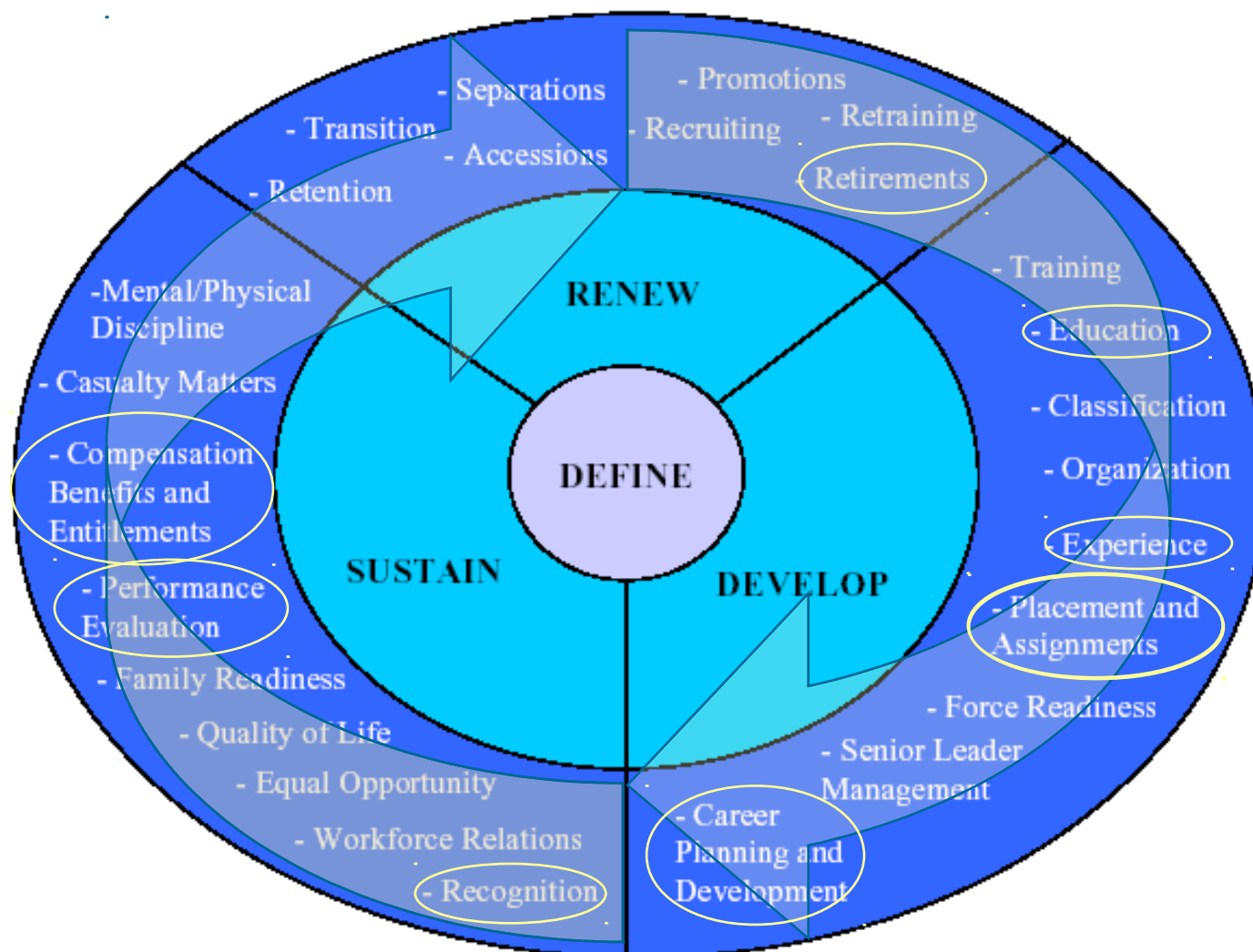


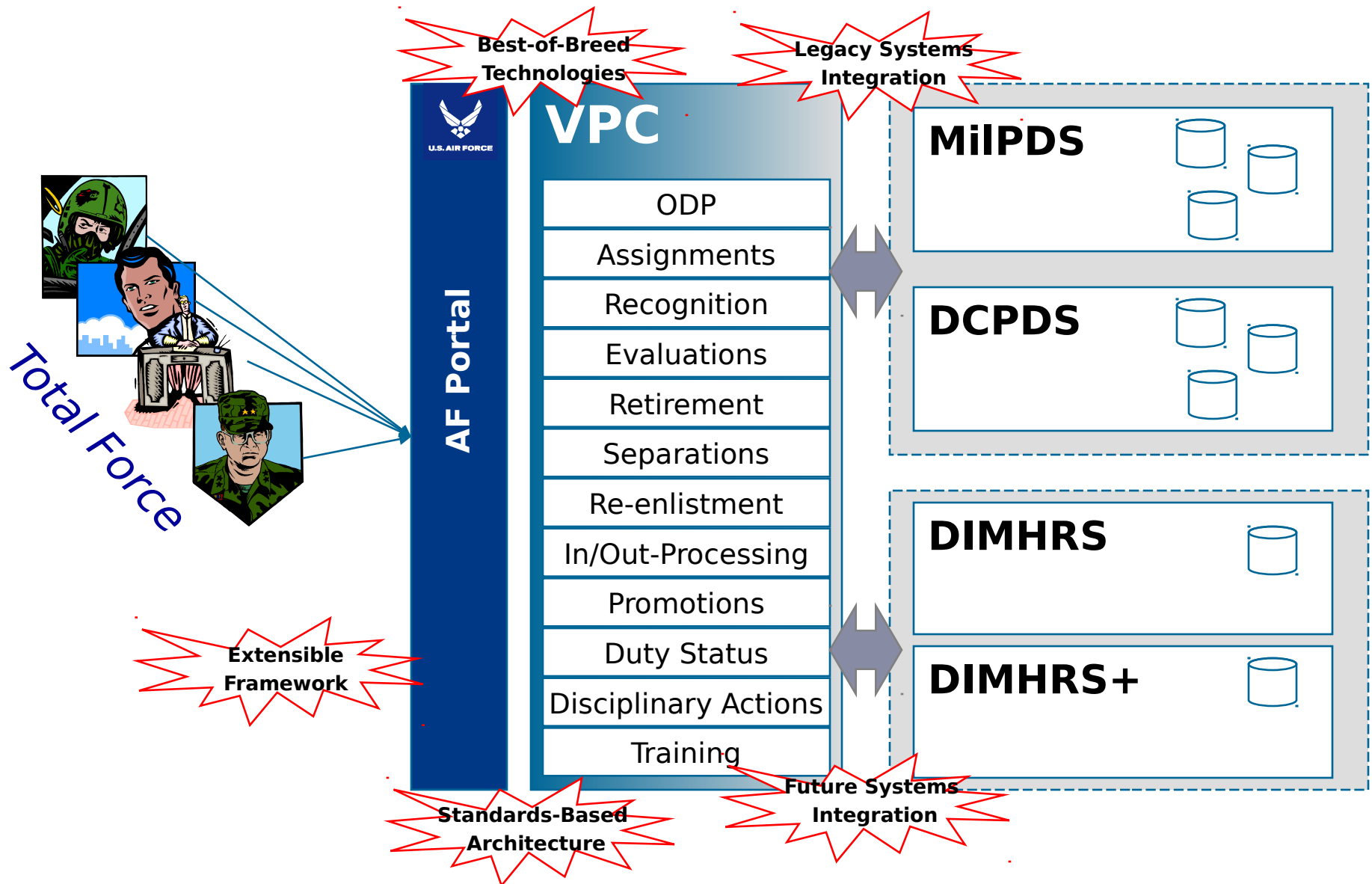
Current Environment is a “State of Change”



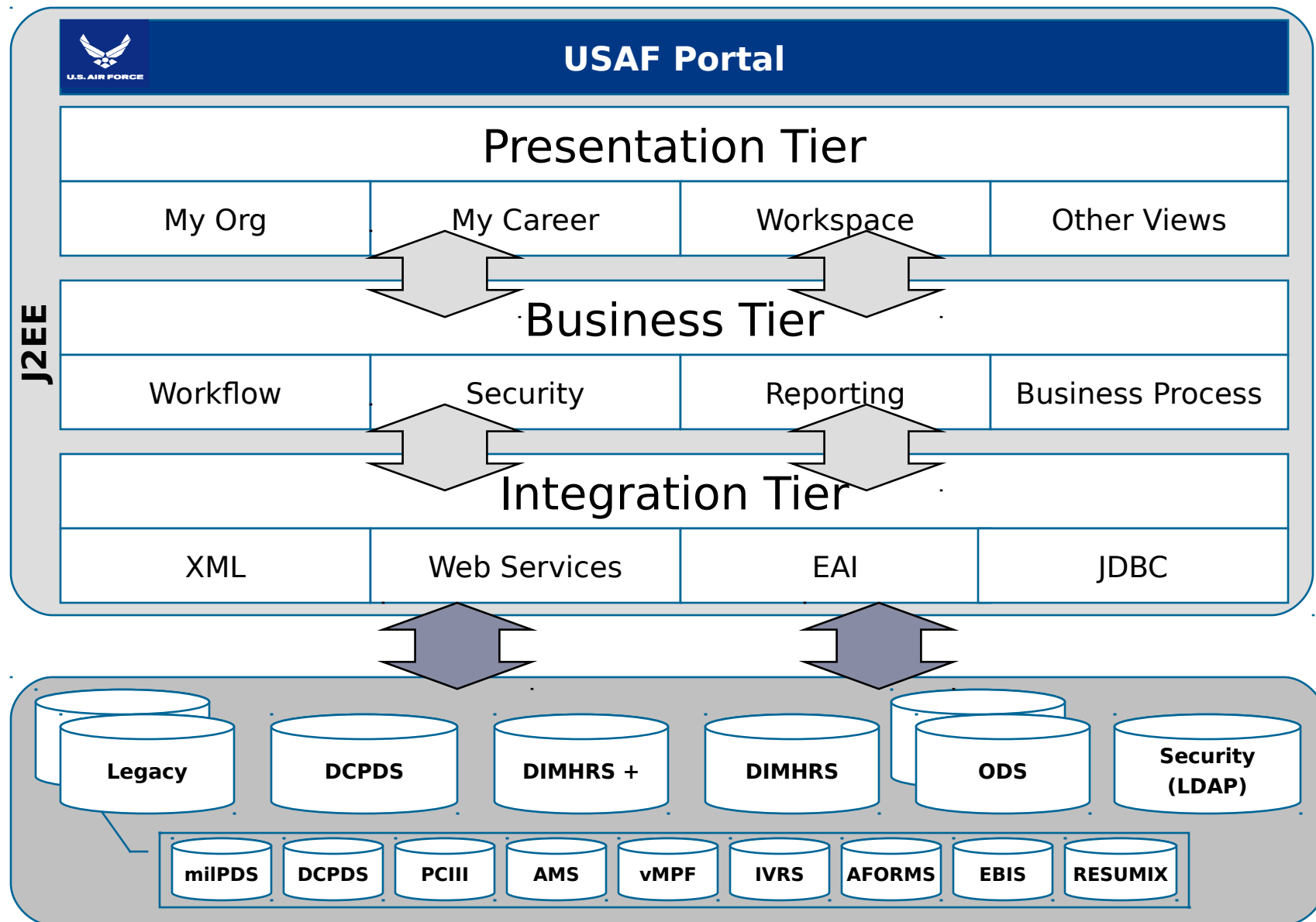
- ▶ Expected Decrease in C/MPF Manning
- ▶ Legacy/Migration of MilPDS
- ▶ DIMHRS Acceleration
- ▶ Limited Force Development Capability
- ▶ Multiple Systems, Multiple Interfaces

Force Development Functionality

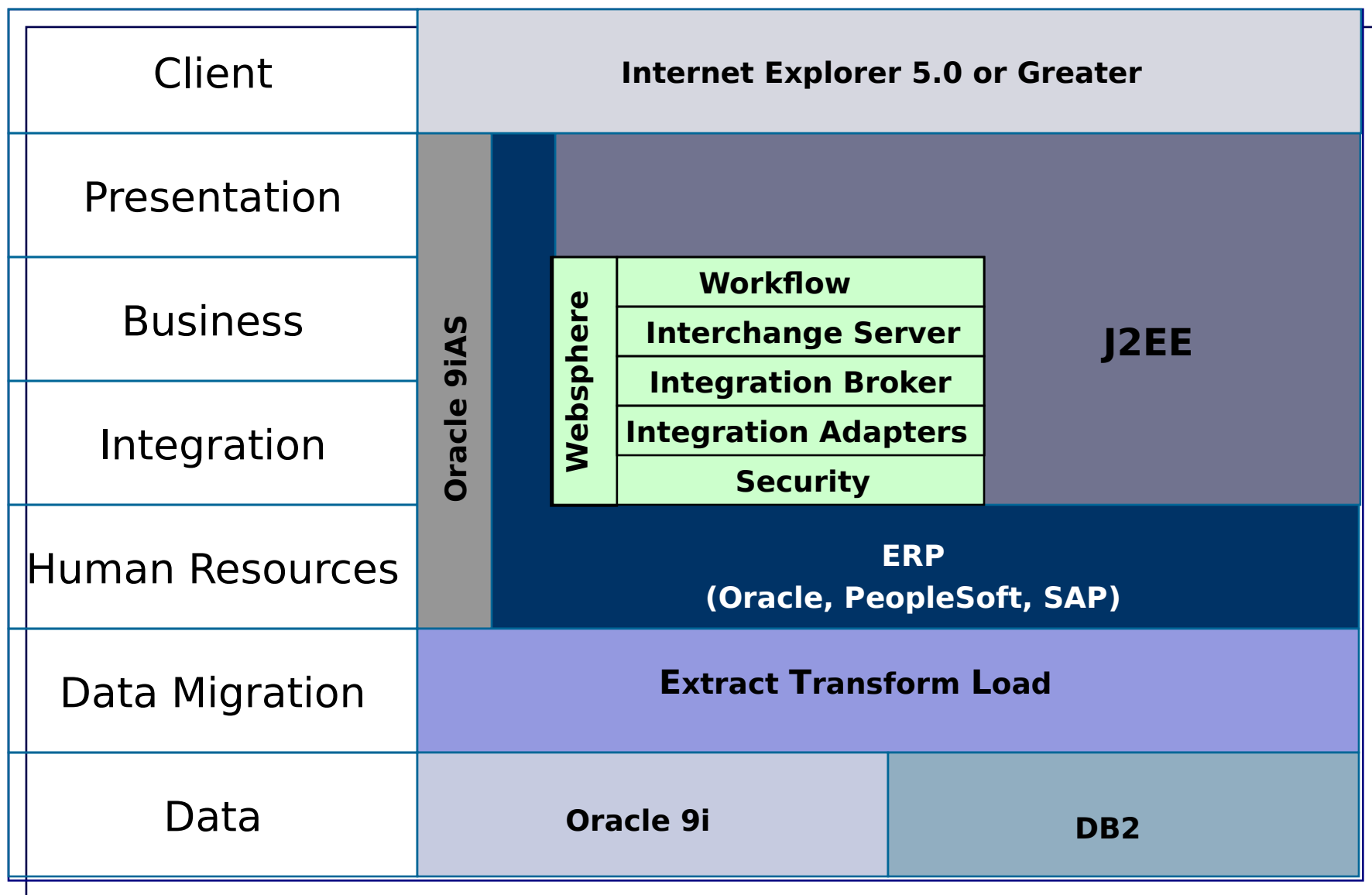




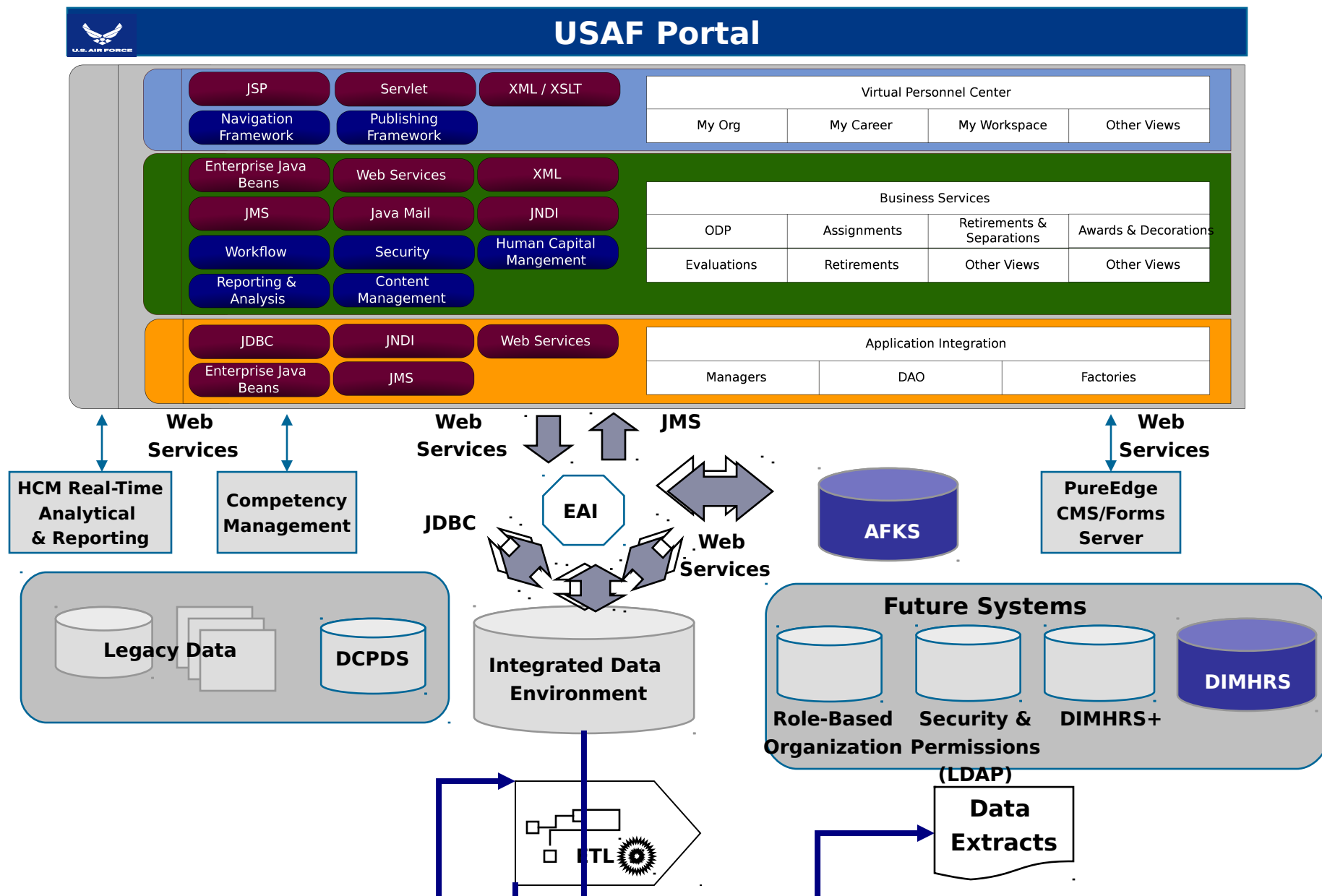
vPC Technical Architecture



Technology Stack



Support External Systems & Initiatives



Supporting Future Missions and Policy in the vPC

- ▶ The vPC concept will support the development of personnel as a competency supply chain
- ▶ The Air Force can and should work toward fulfilling mission requirements with the most competent person from the Total Force (Active, Reserves, Guard, or Civilian)

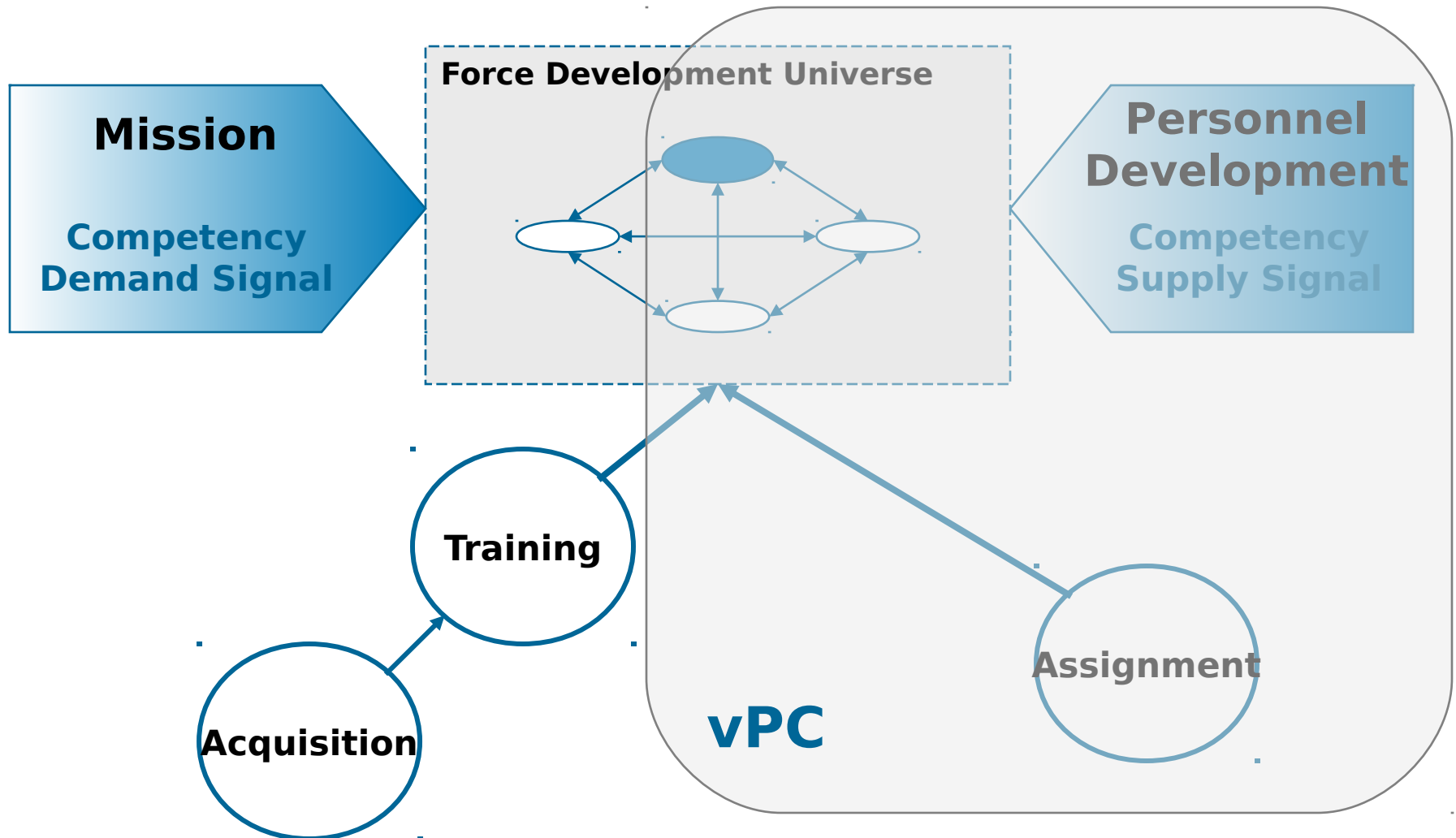
The Air Warrior Concept

Air Warrior is a strategic vision for the integration of **personnel development, training, assignment, and mission readiness assessment** that will deliver the right person to the right place at the right time to complete the mission effectively and efficiently.

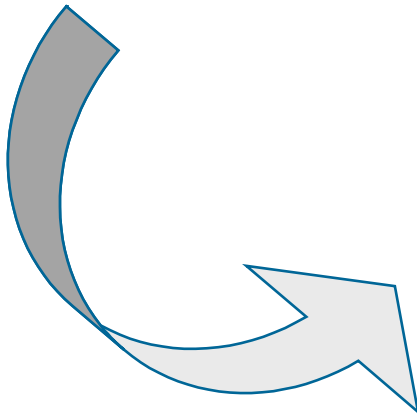
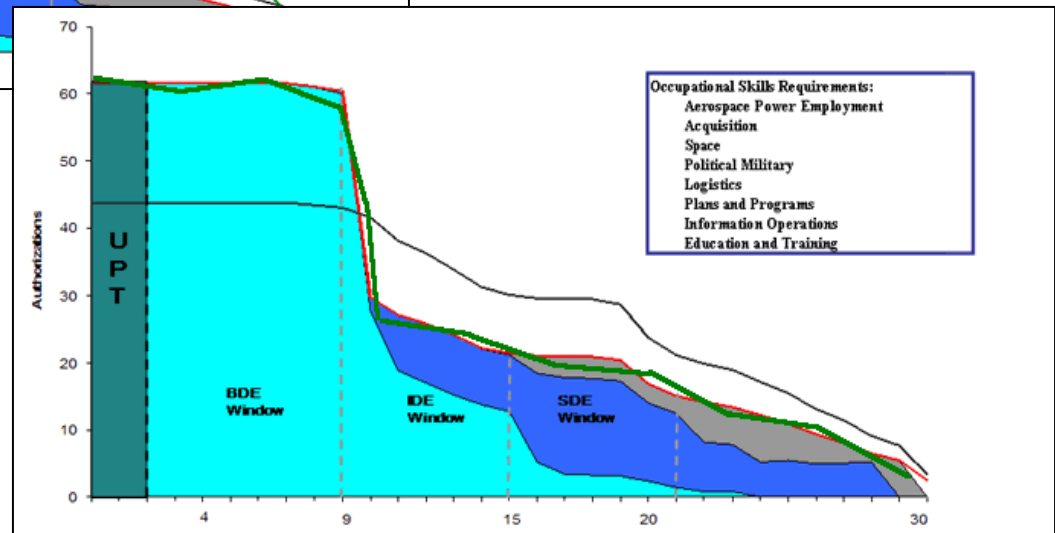
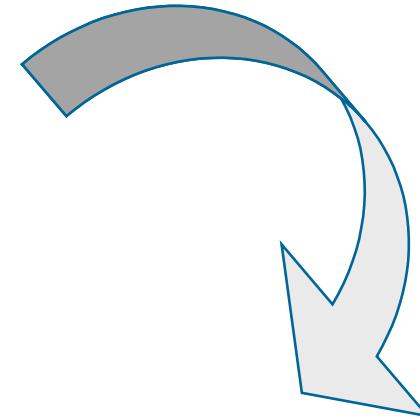
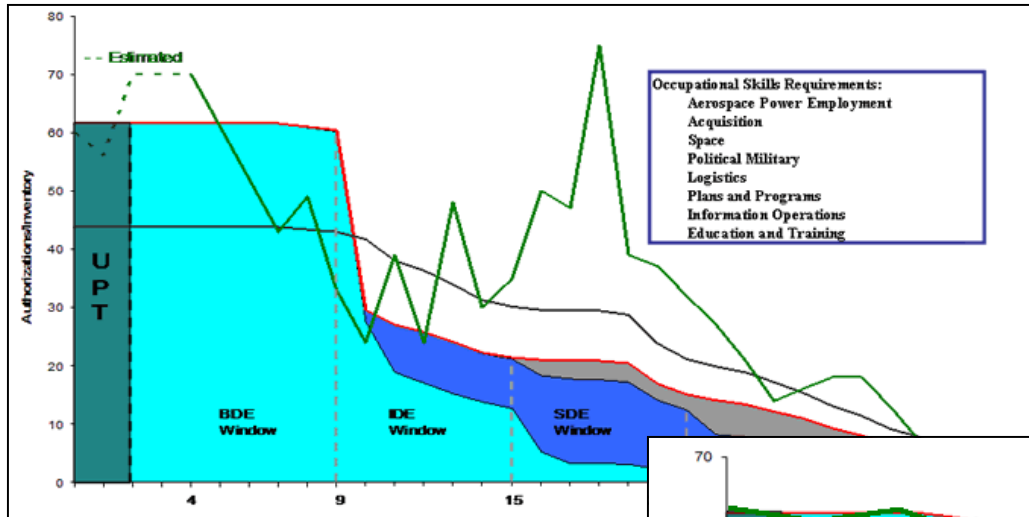
The Force Development Universe



A Market Model for Air Force Competencies and Missions



Toward an Aligned Force



Air Warrior Case Study: Personnel Development

Scenario _____

An Air Force Officer is looking to plan his career in order to assess what shortcomings he needs to address and what competencies and experience he should acquire.

The Five Vector Model _____

5VM enables servicemembers to plot a career vector, taking into consideration the skills required for future jobs based on manning requirements and system/equipment life spans.

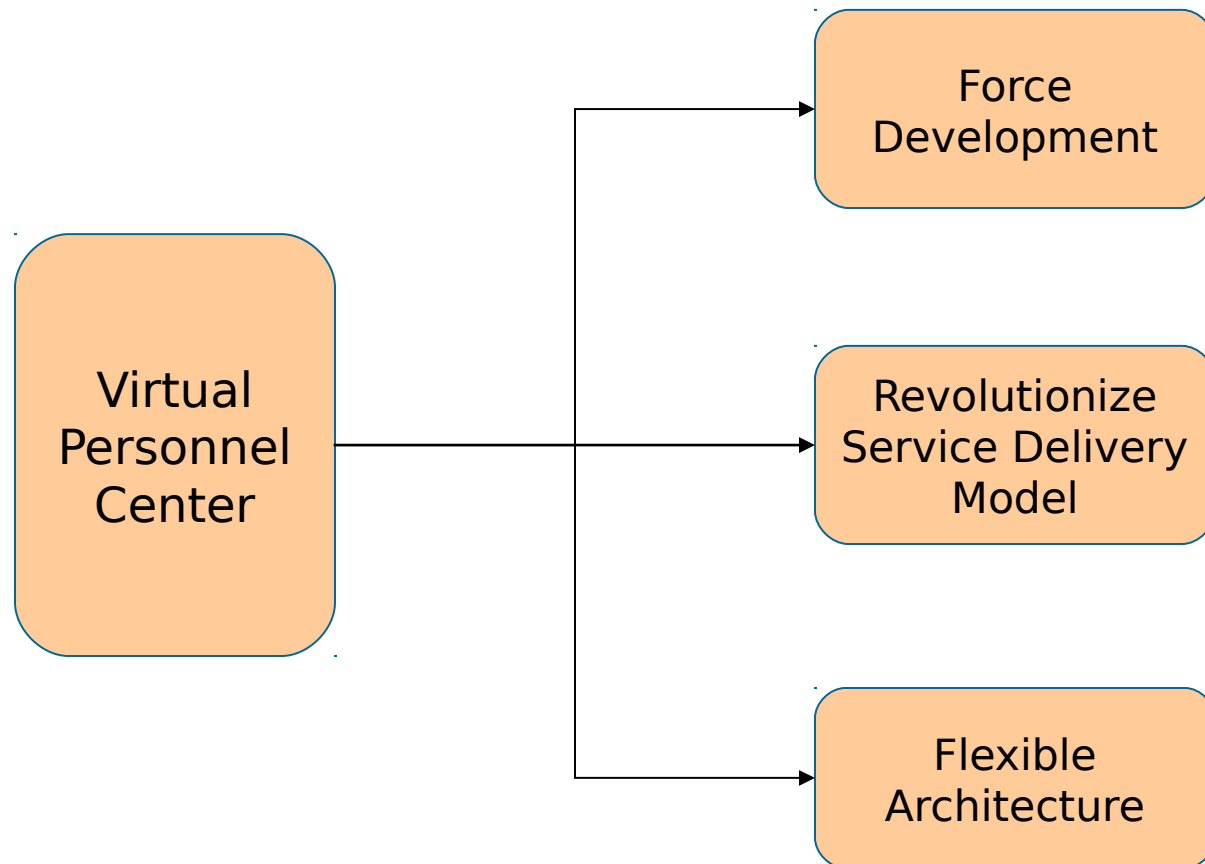
Servicemembers can:

- Plot their current position on a model depicting a holistic view of their career
- View performance scores in relation to their peers
- Map their career choices to projected mission requirements

Air Warrior Effects

- ▶ Mitigates DIMHRS risk by augmenting functionality and becoming a driver for development
- ▶ Provides career visibility and personalized competency inventory to individuals in a build-to-requirements Air Force
- ▶ Delivers improved feedback and mentoring to individuals looking for career guidance
- ▶ Ties mission requirements to individual career paths, improving the fidelity of career plans and the alignment of the Total Force

Virtual Personnel Center Impacts



vPC Supports Force Development

Virtual Collaboration

Transportable Force
Development for Member
and Development Team

Proactive Force Shaping

Meet long-term AF needs
based on accessions &
force structure

Integrated Total Force
Views

Commander's Organizational
SA Providing Decision
Support for Mission Success

vPC Revolutionizes Service Delivery Model

Streamlined Processes

Meet goals while
reducing staff by 500
personnel per year

Proactive Management

The right people for the
right job at the right time
with the right skills & experience

Self-Service

Connect the individual
to the Total Force

vPC Provides Flexible Architecture

One-Stop Shop

Available to Officer, Enlisted, Reserve, Guard, and Civilian

Scalability

Leverages present day capabilities and systems while projecting future vision

Systematic Retirement of Legacy Systems

Eliminates duplication and lowers maintenance costs

Risks and Mitigation Strategies

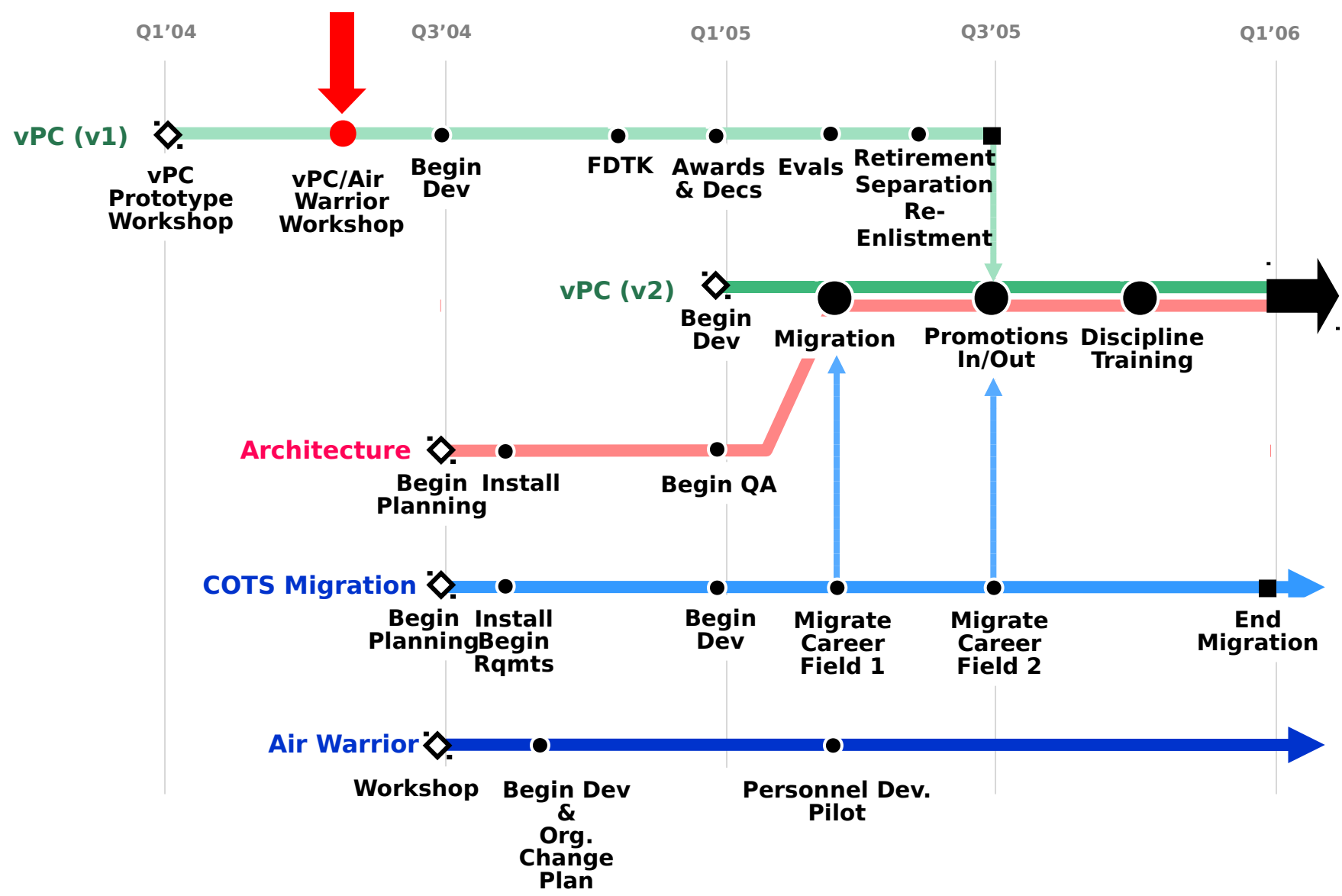
- ▶ Data and data migration from many systems
- ▶ No central infrastructure for roles and workflow; everyone does it differently
- ▶ DIMHRS delivery
- ▶ Distributed ownership of data and processes
- ▶ Timeline and resources

Achieving vPC Goals Requires a Different Approach





- ▶ Phased Development
 - An implementation approach that delivers immediate capability to stakeholders...
 - using iterative, manageable spirals of development
 - employing constant feedback from ever-expanding communities of users

- ▶ Cultural Transition
 - Organizational change management
 - Support IOC and FOC communities to transition to new tools and processes
 - Public Relations and training

Implementation Roadmap



Immediate Next Steps

- ▶ vPC Functionality 
 - Prioritize Functionality and Develop Requirements for Spiral 1
- ▶ Architecture 
 - Develop Data Management Plan
 - Set up EAI Environment
 - Develop Requirements to Support Role-Based Workflow for the Total Force
- ▶ COTS 
 - Develop Requirements for COTS migration
- ▶ Air Warrior Functionality 
 - Continue Vision Development

vPC Goals

2004

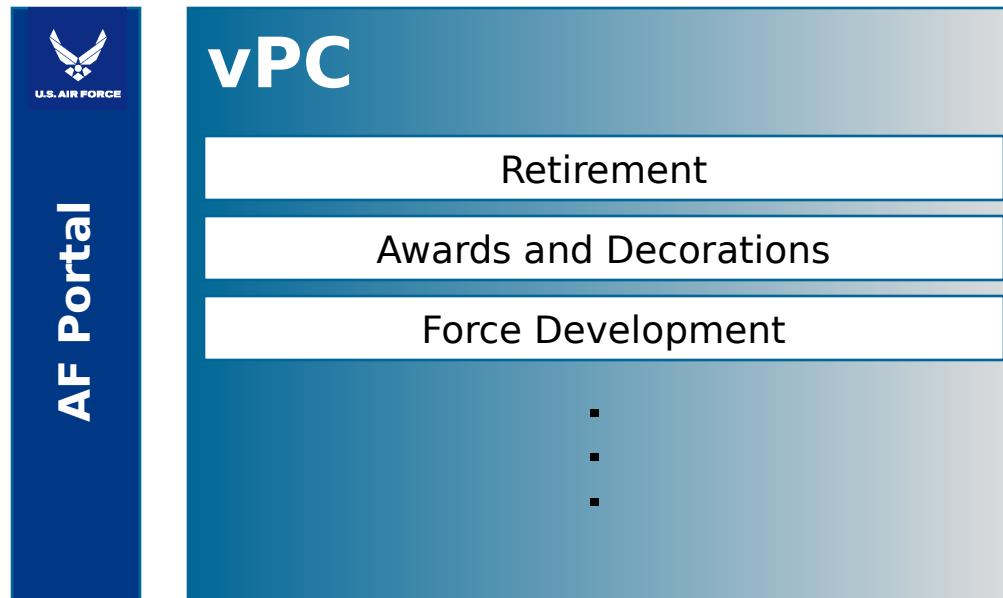
2005

vPC Functionality	Quick Wins (MilPDS) FDTK, Recognitions	Quick Wins (MilPDS) Eval, Ret Migrate to EAI Other HR Processes
EAI & Architecture	Plan, Build to existing environment	Incorporate future systems (DIMHRS, DW, D+)
COTS & Data Migration	Plan, Start Mapping process	Migrate & manage partitioned data
Program Management	Plan and Manage	Manage and Sustain
Hardware and Hardware SVS	Load Balancing Disaster Recovery Failover Services Infrastructure Support	Data Warehousing Data Mart HW
Software and SVS	Oracle HR WebSphere	Data Warehouse Extract-Transform-Load

Comments

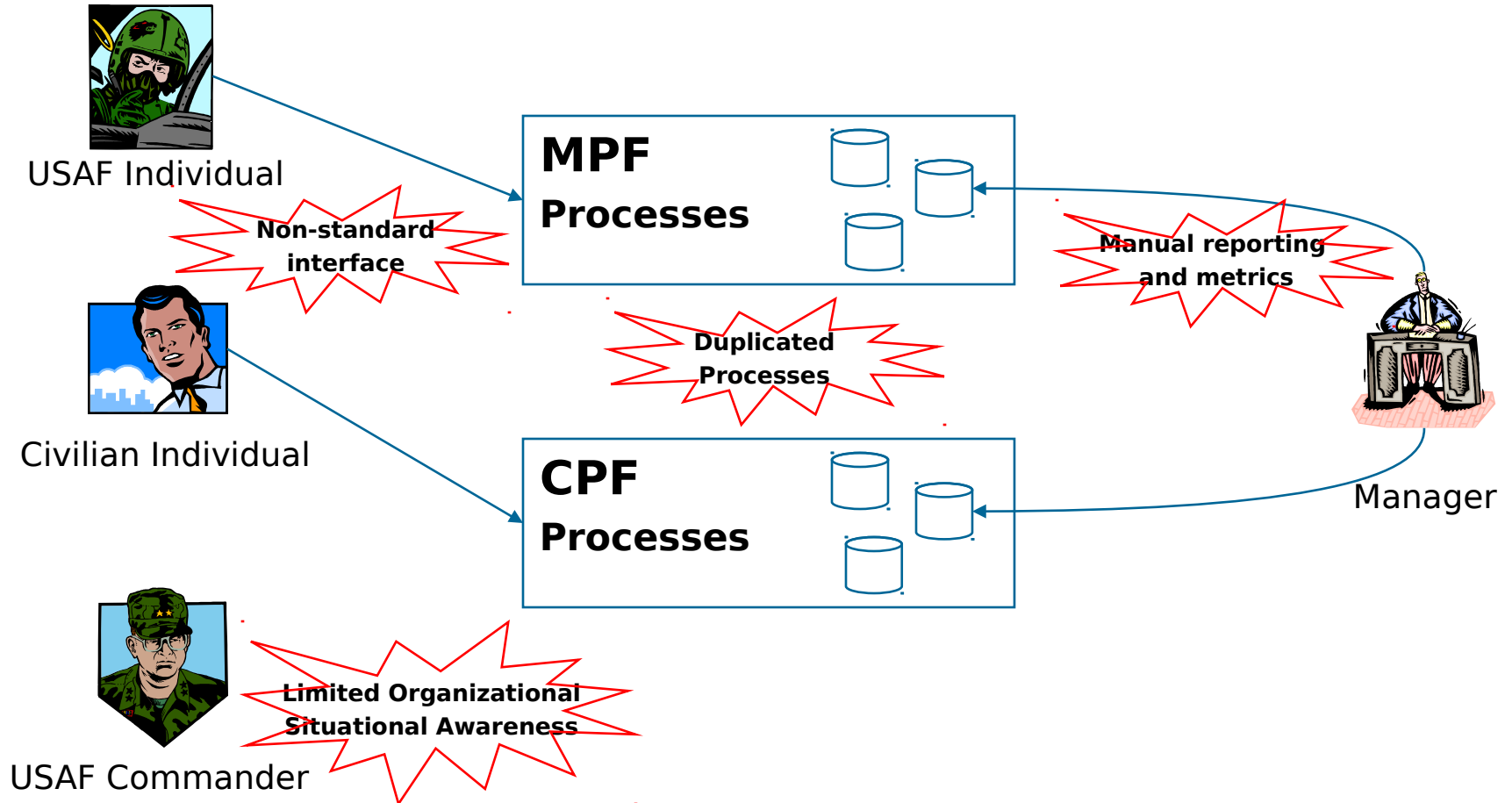
Backup

Virtual Personnel Center Vision

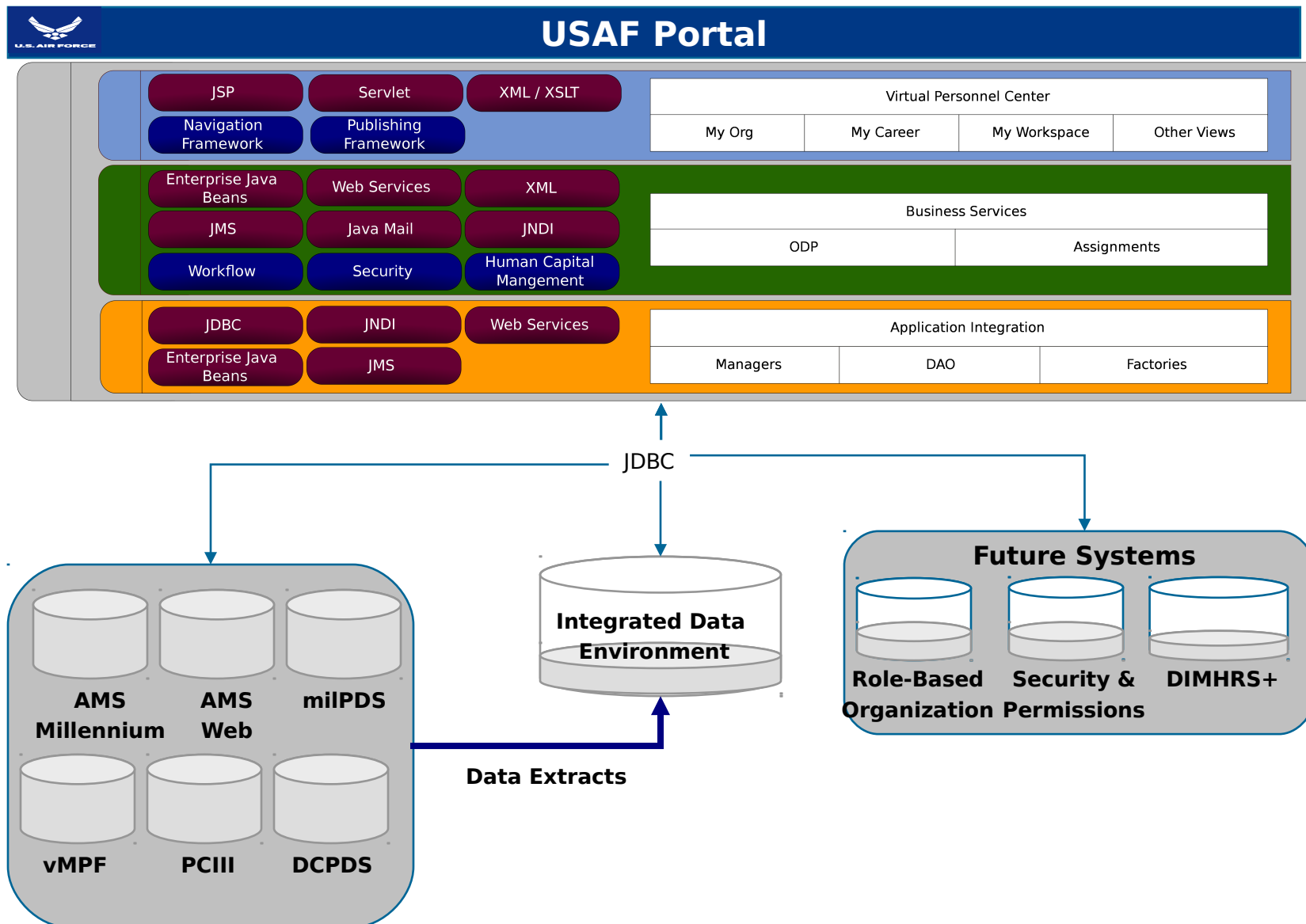


The Virtual Personnel Center concept forms the foundation for the development and sustainment of the Total Force by integrating current and future personnel systems into an IT framework consistent with the GCSS architecture.

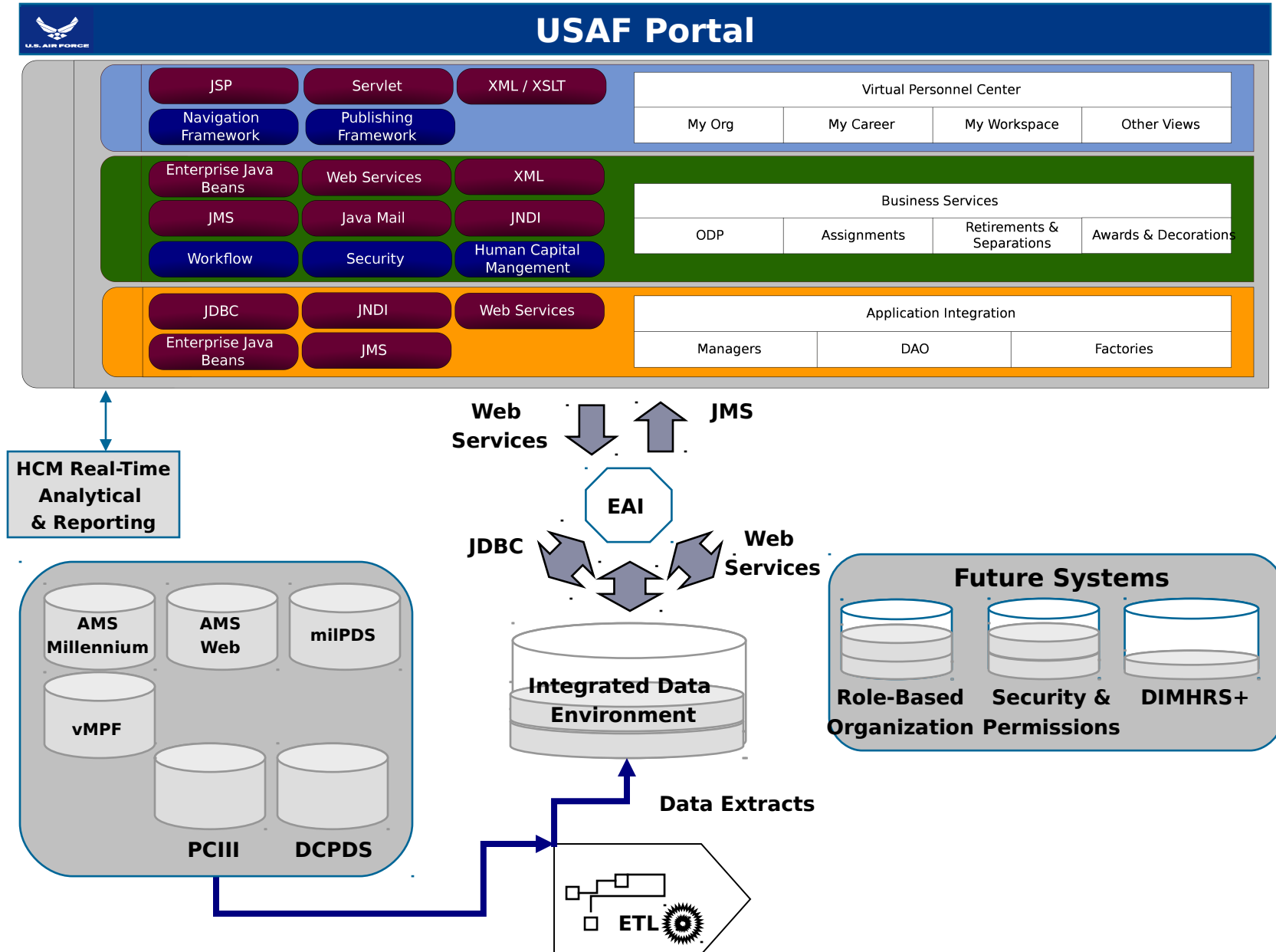
Current Model



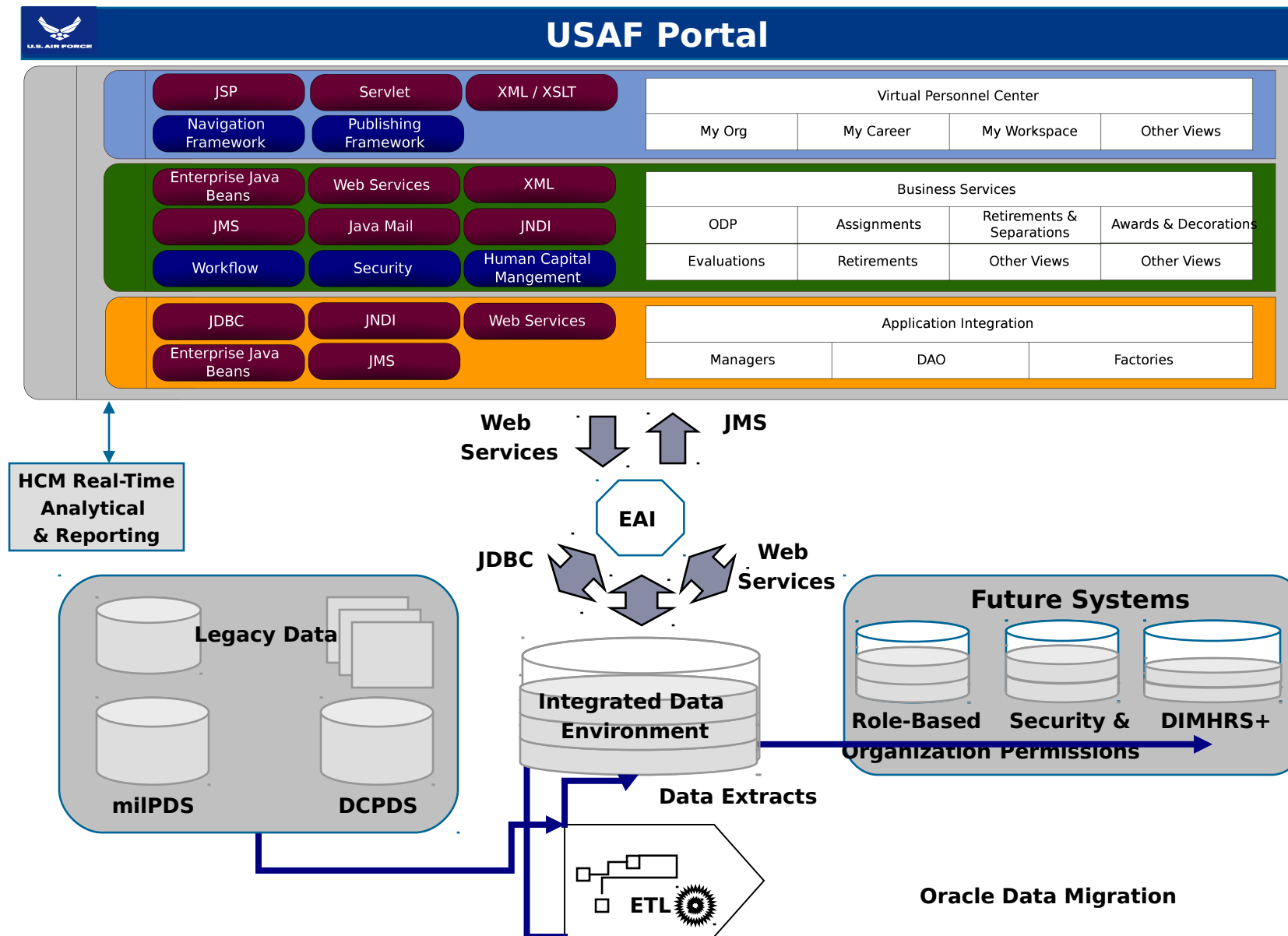
Develop “quick win” Architecture



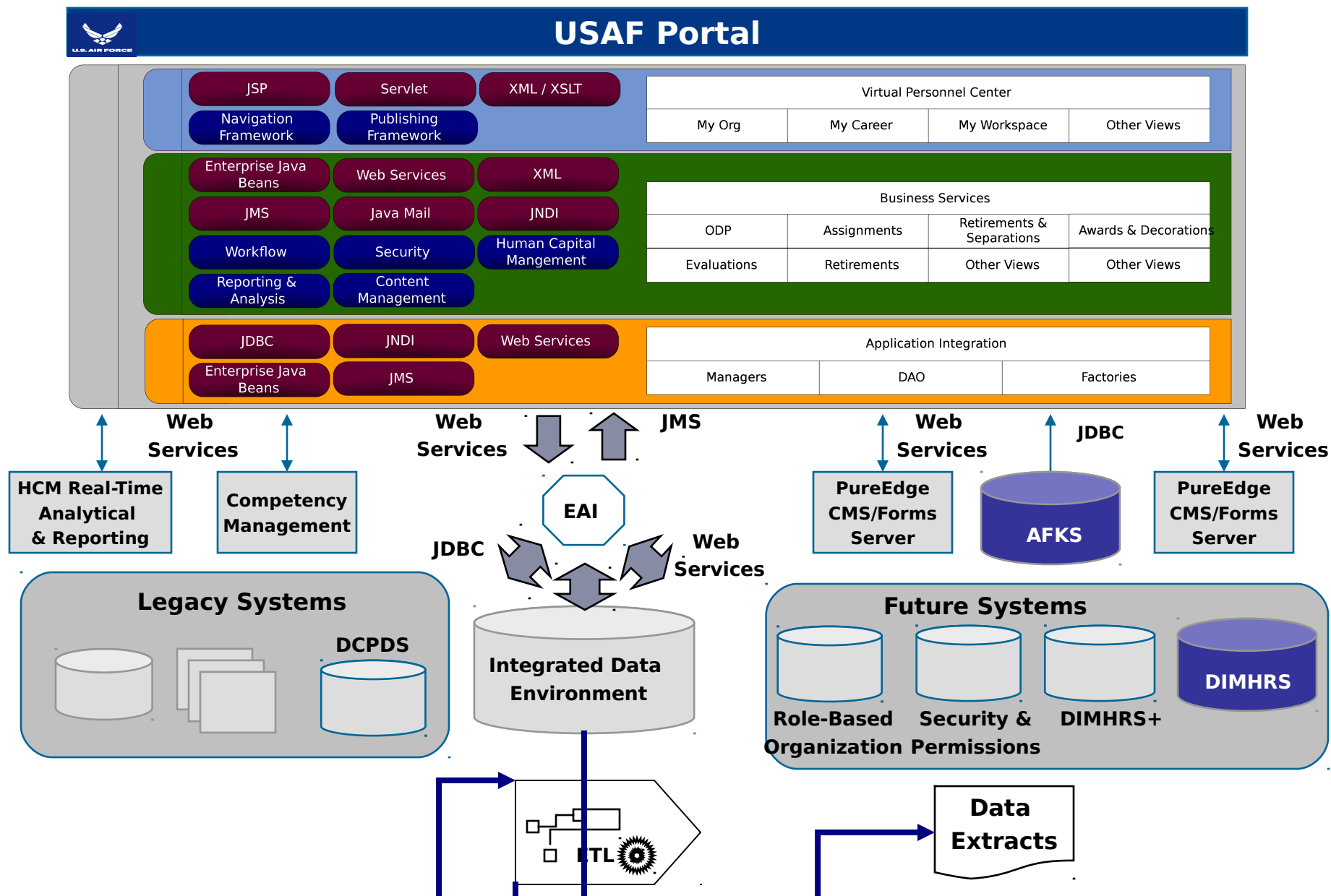
Implement EAI Framework



Migrate HR System



Support External Systems & Initiatives



Vision

- Force Development:
- AF Portal: The Air Force Portal gives service members continuous single-point network access to hundreds of Air Force on-line information resources and services. Since its inception the Portal has become an important gateway, consolidating functionality from hundreds of applications and providing access to data ranging from personnel files to frontline combat intelligence. In its end state, the portal is intended to serve all 1.2 million service personnel.
- vPC: Capitalize on an open-ended IT framework and leverage current and future personnel IT systems into a deliberate process to develop and sustain the Total Force.
- The goals of FD, the functionality of AF Portal, the infrastructure of GCSS.

Force Alignment in an AirWarrior Environment...2

Scenario _____

A first-term Senior Airman ATC returns from a six-month deployment in Iraq. Two weeks after returning he is notified of a remote assignment to Kunsan. His wife strongly objects, and he considers leaving the Air Force.

AirWarrior Effects _____

- The Air Force can alter incentives and assign jobs to optimally manage scarce and valuable people
- Bonuses, incentives, and training can be applied to meet mission requirements at optimal cost in minimal time

Force Alignment in an AirWarrior Environment...3

Scenario _____

The Air Force adopts a new assault rifle to replace the M16. A squadron assigned to deploy in two weeks is scheduled to receive the new rifles next week.

AirWarrior Effects _____

- A view of the acquisition pipeline delivers training before new systems become operational, minimizing time-to-competency.
- Delivery can be scheduled to minimize the impact of new systems on immediate mission requirements.